

# ***CONSTITUTION***

*And*

# ***BY-LAWS***

*Of The*

***FRATERNAL ORDER OF POLICE***

***Olathe, Kansas Lodge #44. Inc.***

***CHARTERED***

***October 21, 1989***

***ADOPTED AT THE***

***21st ANNUAL STATE CONFERENCE***

***June 16-18, 1995, Lawrence, Kansas***

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DONALD P. WOOLERY  
STATE PRESIDENT

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GEORGE J. BLOESING  
STATE SECRETARY

## ***PREAMBLE***

WE, THE POLICE OFFICERS OF THE CITY OF OLATHE, KANSAS, AS REPRESENTATIVES AND DELEGATES OF THE OLATHE, KANSAS FRATERNAL ORDER OF POLICE LODGE #44, INC., DO HEREBY ASSOCIATE THE LODGE WE REPRESENT AND THE MEMBERS THEREOF, TOGETHER FOR THE FOLLOWING PURPOSES.

TO SUPPORT AND DEFEND THE CONSTITUTION OF THE UNITED STATES; TO INCULCATE LOYALTY AND ALLEGIANCE TO THE UNITED STATES OF AMERICA; TO PROMOTE AND FOSTER THE ENFORCEMENT OF LAW AND ORDER; TO IMPROVE THE INDIVIDUAL PROFICIENCY OF OUR MEMBERS IN THE PERFORMANCE OF THEIR DUTIES; TO ENCOURAGE SOCIAL, CHARITABLE AND EDUCATIONAL ACTIVITIES AMONG POLICE OFFICERS; TO ADVOCATE AND STRIVE FOR UNIFORM APPLICATION OF THE CIVIL SERVICE MERIT SYSTEM FOR APPOINTMENT AND PROMOTION; TO CREATE A TRADITION OF ESPRIT DE CORPS INSURING FIDELITY TO DUTY UNDER ALL CONDITIONS AND CIRCUMSTANCES; TO CULTIVATE A SPIRIT OF FRATERNALISM AND MUTUAL HELPFULNESS AMONG OUR MEMBERS AND THE PEOPLE WE SERVE; TO INCREASE THE EFFICIENCY OF THE POLICE PROFESSION AND THUS MORE FIRMLY TO ESTABLISH THE CONFIDENCE OF THE PUBLIC IN THE SERVICE DEDICATED TO THE PROTECTION OF LIFE AND PROPERTY.

# **CONSTITUTION & BY-LAWS**

## **TABLE OF CONTENTS**

ARTICLE I	Name
ARTICLE II	Character
ARTICLE III	Membership
ARTICLE IV	Membership Dues
ARTICLE V	Officers
ARTICLE VI	Reports
ARTICLE VII	Executive Board
ARTICLE VIII	President
ARTICLE IX	Vice President
ARTICLE X	Secretary
ARTICLE XI	Treasurer
ARTICLE XII	Trustee(s)
ARTICLE XIII	Nominations and Elections
ARTICLE XIV	Legal Counsel
ARTICLE XV	Auxiliary
ARTICLE XVI	Amendments
ARTICLE XVII	Parliamentary Procedure
ARTICLE XVIII	Discipline
ARTICLE XIX	Legal Aid
ARTICLE XX	Lawsuits
ARTICLE XXI	Members Authorized to Write Checks
ARTICLE XXII	Dues and Assessments
ARTICLE XXIII	Insurance
ARTICLE XXIV	Committees

# **CONSTITUTION & BY-LAWS**

## **ARTICLE I**

### **Name**

Section 1. This organization shall be known as the Olathe, Kansas Fraternal Order of Police, Lodge #44, Inc.(hereinafter, "Olathe, Kansas Lodge #44).

## **ARTICLE II**

### **Character**

Section 1. The Fraternal Order of Police is an organization consisting of Law Enforcement Officers of the City of Olathe, Kansas.

Section 2. The Olathe, Kansas Fraternal Order of Police Lodge #44 shall not be controlled by, directly or indirectly, any labor union, congress, federation committee, or similar organization by whatever name known, but this section shall not prohibit cooperative efforts by the Kansas State Lodge F.O.P. with labor organizations for their common good. Further, the Olathe, Kansas Fraternal Order of Police Lodge #44, Inc. shall operate under the lodge system within the meaning of Section 501c(8) of the Internal Revenue Code of 1986, or any successor section, and shall be subordinate to the Kansas State Lodge and the Grand Lodge of the Fraternal Order of Police and the Constitution and Bylaws of both the Kansas State Lodge and the Grand Lodge and will adhere to all requirements of both.

Section 3. The Olathe, Kansas Fraternal Order of Police Lodge #44 shall not strike or by concerted action cause a cessation of the performance of the Police duties, or induce other members or lodges to do likewise. The penalty for such action by any member shall be immediate expulsion from the Fraternal Order of Police.

Section 4. This Constitution and By-Laws shall be the fundamental law of the Order and shall govern the conduct of the Olathe, Kansas Fraternal Order of Police Lodge #44.

## **ARTICLE III**

### **Membership**

Section 1. Any regularly appointed and full-time law enforcement officer of the Olathe, Kansas Police Department shall be eligible for membership in the F.O.P. with the approval of the State Board of Directors. No person shall be denied membership on account of race, creed, or sex.

Section 2. The term “regularly appointed law enforcement officer” shall include regular law enforcement officers heretofore and hereafter retired from active duty in the service of the City of Olathe, Kansas. The term “full-time employed”, shall mean law enforcement officers that are engaged in such employment as their principle source of livelihood.

Section 3. There shall be three (3) classes of membership: Active, Retired and Associate.

Section 4. The Active membership shall be comprised of regularly appointed law enforcement officers, of the City of Olathe, Kansas. Active membership may include retired regularly appointed law enforcement officers, or, with approval of the Kansas State Lodge, officers who have resigned from their law enforcement duties and who have remained in good standing with the Olathe, Kansas Lodge #44. Only active and retired members shall have a voice and vote.

Section 5. The Retired membership shall be comprised of retired regularly appointed law enforcement officers who withdrew from active membership upon or after retirement from the Olathe, Kansas Police Department. Retired members shall pay monthly dues which equal one third (1/3) the monthly dues of an Active Member.

Section 6. The Associate membership shall be comprised of person’s supportive of law enforcement, of good character, a member of the Olathe, Kansas Police Department and recommended by an active member in good standing.

Section 7. Excluding the Grand Lodge and the Kansas State Lodge, no person shall be simultaneously a member of more than one lodge at any time.

Section 8. Active members who are dismissed from service on charges which are subsequently sustained in a regular court of law or who do not contest the decision of the dismissing authority automatically forfeit their membership. Any officer who resigns from active law enforcement shall automatically forfeit his/her membership with the Olathe, Kansas Lodge #44.

Section 9. The Olathe, Kansas Lodge #44 may deny membership to anyone who is, or has been a member of the Communist Party, or of any party regardless of what name known which advocates the abolition, destruction or violent overthrow of the government of the United States, or any State or political subdivision thereof.

Section 10. “*Member in Good Standing*” is hereby defined to be a member who has paid all dues and assessments due and payable to or for the Grand Lodge, Kansas State Lodge, or the Olathe, Kansas Lodge #44 or who is not more than

thirty (30) days in arrears of such payments as of the date specified for the payment thereof.

Section 11. Any member in arrears of payment of dues or assessments more than thirty (30) days and less than ninety (90) days shall be deemed to be delinquent and not in good standing. Any member of the Olathe, Kansas Lodge #44 deemed to be delinquent, shall not have a voice or vote on issues brought before the Olathe, Kansas Lodge #44.

Section 12. Any member in arrears of payment of dues or assessments more than ninety (90) days and less than six (6) months shall be and is hereby automatically suspended.

Section 13. Any member in arrears of payment of dues or assessments more than six (6) months shall be and is hereby automatically dropped as a member of the Olathe, Kansas Lodge #44.

Section 14. Any member delinquent or suspended, as provided in Sections 11 and 12 of this Article, may be reinstated and restored to good standing by the payment of all amounts due.

Section 15. Any member who is delinquent, or who has been suspended by the Olathe, Kansas Lodge #44 for any reason, shall not be eligible for membership in any other lodge until the suspension has been lifted.

## **ARTICLE IV**

### **Membership Dues**

Section 1. All members of the Olathe, Kansas Lodge #44 shall pay monthly dues. Any person who becomes a member of the Olathe, Kansas Lodge #44 after January 1, 1994, shall pay their monthly dues through automatic payroll deduction. Any member or anyone who becomes a member who does not want to pay through payroll deduction, must request a meeting with the Executive Board and provide reason's as to why he/she should not have to pay through automatic payroll deduction. The Executive Board shall hear the members case as soon as possible, and decide by majority vote, if the facts and circumstances presented justify the member not paying through automatic payroll deduction. The member will be notified in writing, within ten days of the hearing of the Executive Board decision. Such decision must be signed by the *President* and *Secretary*, and stamped with the Official Lodge Seal. A copy of such decision shall be placed in the permanent file of the Olathe, Kansas Lodge #44.

## **ARTICLE V**

### **Officers**

Section 1. The officers of the Olathe, Kansas Lodge #44 shall consist of *President, Vice President, Secretary, Treasurer and Trustee*. The lodge may elect not more than two (2) *Trustee's* to represent the Olathe, Kansas Lodge #44. Officers of the Olathe, Kansas Lodge #44 shall be elected annually. The location, date and times of voting shall be announced at the October meeting. All members in good standing shall have the opportunity to vote. The results of the voting shall be announced at the regular meeting in November.

Section 2. All Officers elect shall be sworn in at the December banquet by the highest ranking State Board member in attendance or the Immediate Past President of the Olathe, Kansas Lodge #44.

## **ARTICLE VI**

### **Reports**

Section 1. Each Officer of the Olathe, Kansas Lodge #44 shall make a report at the regular monthly meeting. The Olathe, Kansas Lodge #44 Secretary shall note each Officers report in the minutes of the meeting.

## **ARTICLE VII**

### **Executive Board**

Section 1. The *Executive Board* shall be composed of the *President, Vice President, Secretary, Treasurer and Trustee(s)*.

Section 2. The *Executive Board* shall have and exercise all administrative powers of the Order. Any vacancy in office of the *Executive Board* shall be filled by a majority vote of the *Executive Board*.

Section 3. Any officer who resigns from active law enforcement, shall automatically forfeit his/her office as a member of the *Executive Board* of the Olathe, Kansas Lodge #44.

## **ARTICLE VIII**

### **President**

Section 1. The *President* shall be the Chief Executive Officer of the Order. He/She shall preside at all regular or special meetings of the Olathe, Kansas Lodge #44. He/She shall have general management of the business of the Order and shall see that all orders and resolutions of the Order are carried into effect.

Section 2. He/She shall execute any and all contracts that may be authorized by the Executive Board.

Section 3. He/She shall be ex-officio a member of all standing committees.

Section 4. He/She shall have power with the advice and consent of the Executive Board to appoint a majority of any committee, or committees, to inquire into any affair or matter affecting or concerning the Order.

Section 5. He/She shall call Special Meetings of the Executive Board when He/She deems it necessary.

Section 6. He/She shall convey to his/her successor all unfinished business of the Order.

Section 7. Together with *Secretary*, he/she shall attest all warrants or vouchers for disbursements from any fund of the Olathe, Kansas Lodge #44.

## **ARTICLE IX**

### **Vice President**

Section 1. The *Vice President* shall preside at regular or special meetings in the absence of the *President* and shall otherwise generally perform the duties of the *President* during his/her absence. He/She shall also perform such other duties as shall be ordered by the Executive Board.

## **ARTICLE X**

### **Secretary**

Section 1. The *Secretary* shall have custody of books, records, documents and the Seal of the Olathe, Kansas Lodge #44 and office paraphernalia and equipment under the general authority and orders of the Lodge *President*. He/She shall take a record and transcribe minutes of the regular and special meetings and shall submit the same for approval or rejection at the next succeeding meeting.

Section 2. He/She shall conduct the general correspondence of the Olathe, Kansas Lodge #44.

Section 3. Together, with the *President*, he/she shall attest all warrants or vouchers for cash disbursements from any fund of the Olathe, Kansas Lodge #44.

Section 4. He/She shall attest, under the Seal of the Olathe, Kansas Lodge #44, all duly authorized contracts of the Lodge.

Section 5. He/She shall be the official custodian of the Constitution and By-Laws of the Order, which shall be authenticated by the Seal of the Order and signatures of the State President and State Secretary. He/She shall keep a record of the official amendments adopted at the Annual Conferences amending the Constitution and By-Laws and the signatures of the State President and the State Secretary, in a book to be known as the Book of Amendments to the Constitution and By-Laws.

Section 6. At the expiration of his term of office, the *Secretary* shall deliver to his successor the Official Seal of the Olathe, Kansas Lodge #44 and all books, documents, records, paraphernalia and equipment in his possession.

Section 7. All incoming moneys for the Olathe, Kansas Lodge #44 shall be delivered to the *Secretary*, who shall record the same and then forward said money to the *Treasurer* for deposit in the proper accounts of the Olathe, Kansas Lodge #44.

## **ARTICLE XI**

### **Treasurer**

Section 1. The *Treasurer* shall be the custodian of the funds of the Olathe, Kansas Lodge #44

Section 2. He/She shall keep an itemized record of all receipts and disbursements.

Section 3. He/She shall deposit all funds collected in a bank approved by the *Executive Board*.

Section 4. He/She shall set up special accounts for special funds and allocate to each, respectively, the amounts allocated or collected therefore.

Section 5. He/She shall perform such other duties as are usual and incident to the office.

## **ARTICLE XII**

### **Trustee**

Section 1. The Olathe, Kansas Lodge #44 may elect up to two (2) *Trustee's*. The *Trustee(s)* shall be the delegate(s) of the Olathe, Kansas Lodge #44 to

regular and special meetings of the Kansas State Lodge as well as the Annual State Conference of the Kansas State Lodge.

Section 2, The *Trustee(s)* shall be governed by the Code of By-Laws, which have been adopted by the Kansas State Lodge Board of Trustees and the Kansas State Lodge Board of Directors.

## **ARTICLE XIII**

### **Nomination and Election of Officers**

Section 1. The Olathe, Kansas Lodge #44 shall prescribe the date, time, location, method and manner for the nomination and election of its officers, consistent with the Articles of Incorporation, Constitution and By-Laws and Section 3 of this Article.

Section 2. No officer or candidate for office shall be a candidate for any other office or position on the Olathe, Kansas Lodge #44 *Executive Board*. Any candidate for office must be a *Member in Good Standing*.

## **ARTICLE XIV**

### **Legal Counsel**

Section 1. There shall be a General Legal Counsel designated by the *President* with the advice and consent of the Executive Board.

Section 2. Associate Legal Counsel may be obtained by the *President* on the advice of the Executive Board to handle any litigation in which the Lodge may become involved.

## **ARTICLE XV**

### **Auxiliary**

Section 1. The Olathe, Kansas Lodge #44 recognizes, acknowledges and validates an Auxiliary. Such Auxiliary shall be subject to the control and supervision of the Olathe, Kansas Lodge #44. They shall conform to and be governed by this Constitution and the By-Laws thereof.

## **ARTICLE XVI**

### **Amendments**

Section 1. Proposed amendments to this Constitution and By-Laws shall be submitted in writing to the State Secretary at least sixty (60) days prior to the convening of the next Annual Conference. The proposal shall then be submitted to the Conference. Upon adoption by a two-thirds vote of the authorized Conference Delegates, the proposed amendments shall become a part of this Constitution and By-Laws.

## **ARTICLE XVII**

### **Parliamentary Procedure**

Section 1. Except as provided in the Constitution and By-Laws, "Roberts Rules of Order, Revised", shall govern the conduct and deliberations of the regular and special meetings of the Olathe, Kansas Lodge #44.

Section 2. The Official Order of Business shall be as follows:

1. Roll Call for Lodge Officers
2. Lodge Officers Reports
3. Reports from Committee Chairman
4. Reading of Minutes of previous meetings
5. Bills and Communications
6. Unfinished Business
7. New Business
8. Good of the Order
9. Adjournment

Section 3. Regular meetings of the Olathe, Kansas Lodge #44 shall be held the first Wednesday of each month, at a time and location specified by the Executive Board. In order to conduct official business, a quorum will consist of at least ten (10) members.

## **ARTICLE XVIII**

### **Discipline**

Section 1. Individual members shall only be disciplined by the Grand Lodge, Kansas State Lodge or Olathe, Kansas Lodge #44. The Olathe, Kansas Lodge #44 shall develop and promulgate rules that provide for the fair and appropriate discipline of its members and are not inconsistent with the Constitution and By-Laws of the Grand Lodge or the Kansas State Lodge.

Section 2. In the case of discipline imposed upon an individual member involving suspension, expulsion or removal from office, an appeal may be taken by the member to the Kansas State Lodge and an appeal may be taken from the

decision of the Kansas State Lodge by the non-prevailing party to the National Board of Trustees and, ultimately, to the Biennial Conference.

Section 3. An appeal to the Kansas State Lodge may be brought by the filing of a written notice of appeal with the Kansas State Lodge President not more than thirty (30) days after the member's receipt of official notification of his suspension, expulsion or removal from office. Unless continued or delayed for good cause, such appeal shall be heard by the Kansas State Lodge at the next board meeting following the Kansas State Lodge President's receipt of such notice of appeal and, unless waived in writing by both the appealing member and the Olathe, Kansas Lodge #44, a written decision shall be rendered by the board within ten (10) days after such meeting. Both the appealing member and the Olathe, Kansas Lodge #44 shall have the right to a hearing at which both parties may be heard and may present witnesses and documents. The parties to the appeal shall received notice of the date of the hearing by registered mail not less than ten (10) days before such hearing. The Kansas State Lodge may sustain, modify or reverse the disciplinary action against the member.

Section 4. In any case of discipline involving suspension, expulsion or removal from office of an individual member initiated by the Kansas State Lodge, an appeal may be taken to the National Board of Trustees and ultimately, the Biennial Conference.

Section 5. A party seeking to appeal the decision of the Kansas State Lodge shall give notice of appeal to the National Board of Trustees by submitting by registered mail within thirty (30) days of the party's receipt of notice thereof, a written submission consisting of the decision from which the appeal is taken and such other written materials as the appellant deems relevant to a fair consideration of the appeal by the National Board of Trustees. The appellant shall serve one (1) copy of the notice of appeal, (including all written submissions) upon the opposing party Secretary. Where the appealing party is the Olathe, Kansas Lodge #44, it shall submit fifty (50) copies thereof and where the appealing party is an individual member of the Olathe, Kansas Lodge #44, he shall serve one (1) copy thereof upon the National Secretary not less than sixty (60) days prior to the National Board of Trustees meeting at which the appellant seeks to have his appeal heard. The party opposing the appeal shall, within thirty (30) days of his receipt of the notice of appeal, submit a responsive written submission to the National Secretary and the opposing party, which responsive submission shall contain such materials as it deems appropriate and relevant to a fair consideration of the appeal by the National Board of Trustees.

Section 6. Except in the case of discipline initiated thereby, the National Board of Trustees shall review the appeals of disciplinary matters solely to ensure that the parties were afforded due process and that the decision was consistent with the Constitution, By-Laws and Ritual of the Grand Lodge.

Section 7. Those appeals received by the National Secretary after the Biennial Conference but before the next National Board of Trustees meeting shall be considered by the National Board of Trustees. The National President may appoint a special committee which shall meet, gather and review facts and arguments of the parties, consult with all interested parties in attendance and make a full report, including its recommendation, to the Board prior to its adjournment. Following the report of the special committee, interested parties, if any, may appear before the entire Board which shall decide the matter by majority vote.

Section 8. An appeal to the Biennial Conference may be taken by either party from the decision of the National Board of Trustees respecting any appeal of disciplinary action imposed upon an individual member.

Section 9. A party seeking to appeal a decision of the National Board of Trustees to the Biennial Conference shall serve notice thereof upon the National Secretary and the opposing party. Such notice of appeal shall consist of a concise statement describing the act or failure to act upon which the appeal is based, the basis for such appeal, the decision appealed from and those written materials the appellant deems appropriate and relevant to a fair consideration of the appeal by the National Board of Trustees. The opposing party may respond in writing to such notice of appeal with such materials as it deems necessary and shall submit a copy of such response to the National Secretary and the appealing party. Said notice of appeal and any responsive submissions shall be forwarded to the National Secretary to the National President who shall deliver said materials to a committee of the Conference which shall consider the matter and report thereon to the Conference prior to a vote thereon by the delegates. By their taking of the oath or their acceptance of the Charter of the Fraternal Order of Police, each member and the Olathe, Kansas Lodge #44 specifically acknowledges and agrees that the decision of the Conference shall be final.

## **ARTICLE XIX**

### **Legal Aid**

Section 1. Any member in good standing of the Olathe, Kansas Lodge #44 may request Legal Aid through any investigation and/or grievance procedure. Such appeal must be made to the Executive Board. Such Legal Aid will be provided until the conclusion of the investigation and/or the grievance procedure.

## **ARTICLE XX**

### **Lawsuits**

Section 1. *Any Member in Good Standing* of the Olathe, Kansas Lodge #44 who wishes to file a Lawsuit and requests support from the Olathe, Kansas

Lodge #44, must return to the membership of the Olathe, Kansas Lodge #44 and provide facts and circumstances surrounding the discipline and the grounds for the Lawsuit, as best as he/she can, without compromising the integrity of the Lawsuit. The members present and eligible to vote, shall decide, by majority vote, if the Olathe, Kansas Lodge #44 will support the member in their Lawsuit. Legal Counsel may provide facts and circumstances and recommendations surrounding the Lawsuit, as best as he/she can without compromising the integrity of the Lawsuit.

Section 2. Any member of the Olathe, Kansas Lodge #44 who requests support during a Lawsuit, must be a *Member in Good Standing* with the Olathe, Kansas Lodge #44. If the member is not a *Member in Good Standing*, he/she shall pay all dues which are outstanding in order to be reinstated as a *Member in Good Standing*.

## ARTICLE XXI

### Members Authorized to Write Checks

Section 1. The *Vice President* and *Treasurer* of the Olathe, Kansas Lodge #44 shall be authorized to write and sign checks of the Olathe, Kansas Lodge #44. All checks written shall be recorded by the *Treasurer* and shall become a permanent record in the books of the Olathe, Kansas Lodge #44.

Section 2. Upon a majority vote of the *Executive Board*, other members of the *Executive Board* may be authorized to write and sign checks of the Olathe, Kansas Lodge #44. Receipts of all checks written by a member of the *Executive Board* other than the *Treasurer* shall be forwarded to the *Treasurer* for recording into the permanent books of the Olathe, Kansas Lodge #44.

Section 3. Any member of the *Executive Board* who is authorized to write and sign checks of the Olathe, Kansas Lodge #44 and leaves office, shall immediately forfeit the privilege to write and sign checks of the Olathe, Kansas Lodge #44.

## ARTICLE XXII

### Dues and Assessments

Section 1. The Olathe, Kansas Lodge #44 shall pay to the Kansas State Lodge a per capita tax which shall be allocated to the General Fund of the State Lodge.

Section 2. If two-thirds (2/3) of the State Lodge Board of Directors should deem it necessary that a Special Assessment is needed to meet an emergency, they shall follow the same procedure as set forth in Article XIV, Section 2, of the

Grand Lodge By-Laws. To be put into effect, the proposed assessment shall have to be approved by two-thirds (2/3) of the votes cast. If so approved, the Board of Directors shall notify the Olathe, Kansas Lodge #44 by Registered Mail of the total votes cast and how each Subordinate Lodge in the Order cast its votes.

Section 3. The Olathe, Kansas Lodge #44, shall pay to the State Lodge the per capita taxes and assessments provided for in section 2 of this Article, together with a complete roster of the lodge and shall forward the moneys so collected to the State Secretary, who shall transmit the same to the State Treasurer to be deposited in the proper accounts. Upon receipt of dues and assessments from the Lodges, the State Secretary shall furnish such Lodges with the password.

## **ARTICLE XXIII**

### **Insurance**

Section 1. Upon the death of any member in good standing, the beneficiary of the member shall be entitled to the payment of a death benefit from life insurance provided by the Olathe, Kansas Lodge #44.

Section 2. The Executive Board shall determine the insurance carrier and the benefits provided. The Secretary shall be responsible for keeping a current insurance roster. The benefits of the Insurance Policy may be changed by a majority vote of all members present and eligible to vote, at the regular meeting where such change is proposed.

## **ARTICLE XXIV**

### **Committees**

Section 1. *Legislative Committee:* There shall be a *Legislative Committee* composed of members of the Olathe, Kansas Lodge #44 which shall be responsible for keeping informed on all legislation or proposed legislation which may concern the Olathe, Kansas Lodge #44 or individual members. The *Legislative Committee* shall report to the Executive Board at each regular meeting.

Section 2. The Executive Board, by majority vote, may authorize any other committee's and how many members shall be needed to accomplish the goals and objectives of the committee.